

# A report on company job satisfaction management essay



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Job satisfaction involves an individual being contented with his/her job.

People are said to be satisfied with their job if they are happy. A company can make the employees satisfied through job enlargement, rotation and enrichment. Various theories have supported job satisfaction saying that, it also improves job performance. Job satisfaction is influenced by various factors such as management culture and style, empowerment and employee involvement (Spector, 1997). Employee satisfaction is important as it ensures that they are creative and productive to the company. It also ensures that employees stay committed to the employer.

When you compare two companies one with high job satisfaction, for example, coca cola and another company with low job satisfaction, for example, big eight, the operations differ greatly. When you compare companies like coca cola and big eight, it is evident that the employees in the coca cola company rarely live the company to go work somewhere else. In big eight, the staff turnover is high despite being a big accounting firm. The employees in Big Eight lack commitment to the organization whereas the employees in Coca Cola Company are fully committed to the company and they rarely leave to other companies. Coca cola also has better management and organizational strategies than Big Eight. Coca cola does not waste most of the time and resources recruiting new employees as opposed to Big Eight. Coca cola has great media coverage because their employees are happy and therefore makes everyone believe that their products are good too. If you ask everyone including a small kid, people recognize Coca cola more than the Big Eight Company.

The two companies are large companies with high turnovers and revenue. However, despite of this similarity their employees' turnout differs greatly. The coca cola company gives the employee an opportunity for professional development. The employee prefers to stick around because they learn new skills giving them an opportunity to develop in their careers. Big Eight on the other hand do not give their employees a chance to learn new skills or mentor them. Even though the two companies have the best as well as performing employees, who are qualified in the various fields the two companies differ in providing positive work environment. The Big Eight fails in providing inter-workers socialization and co-operation. Every manager works on a project and reports to the senior. There is no time left to have retreats occasionally outside the working environment to tackle their problems and interact. Coca cola on the other hand plans outings occasionally, which encourages co-operation and builds their morale up.

Dr pepper Snapple is a marketing firm with low productivity as compared to Coca Cola Company. The two companies despite the differences in productivity have similarities in their operations in that, they both ensure there is job satisfaction among the employees. Both Coca Cola Company and Dr Pepper Snapple provide a positive working environment for their employees ensuring there is teamwork among them. Both companies offer a chance for career growth to the employees. Dr Pepper Snapple and Coca Cola Company give their employees good working conditions ensuring they get leave to take their children to hospital and other emergencies.

The difference between Dr Pepper Snapple and Coca Cola company is that employee in the Coca Cola company have more benefits than Dr Pepper

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Snapple in terms of gas mileage, company car. The jobs in Dr Pepper Snapple are alternated or eliminated due to the nature of job, which is not common in Coca Cola Company.

In conclusion, once the employees are satisfied the company performs well and gets recognition worldwide. Coca cola performs better than Big Eight in terms of productivity. Coca Cola performs better than Big Eight because the employees are satisfied. Dr Pepper Snapple also performs because despite the low productivity, its employees are satisfied. Job satisfaction is a key factor in company productivity and development (Kalleberg, 2007).

Employees will always be committed to a company that offer them job satisfaction even though it has low productivity or does not pay well.